

***NATIONAL WEATHER SERVICE POLICY DIRECTIVE 1-5
DECEMBER 19, 2023***

Administration and Management

LABOR/MANAGEMENT RELATIONS

NOTICE: This publication is available at: <http://www.nws.noaa.gov/directives/>.

OPR: W/OAA (D. Murray)

Certified by: W/OAA (M. Mainelli)

Type of Issuance: Routine

SUMMARY OF REVISIONS: This directive supersedes NWSPD 1-5, “*Labor/Management Relations*”, dated August 5, 2016. Changes made to Paragraph 7 to reflect the current Collective Bargaining Agreement (CBA), as well as inserting a link to access the CBA.

1. The purpose of this policy is to describe the defined relationship between the NWS and its union, and to identify requirements of the relationship.
2. Eligible National Weather Service (NWS) employees are represented by a union, the NWS Employees Organization (NWSEO).
3. NWSEO is the exclusive representative for bargaining unit employees, whether or not they choose to join the union.
4. The relationship between the parties, NWS and NWSEO, is governed by law and by a contract negotiated between the parties. This contract, our “Negotiated Agreement,” is also referred to as a collective bargaining agreement, or CBA.
5. Specific authorities and responsibilities are detailed by law, contract, and associated filings.
6. All NWS management officials are responsible for administering the contract.
7. Managers and NWSEO will follow the Federal Service Labor-Management Relations Statute. The March 16, 2021 (updated September 17, 2022), [NWS-NWSEO Collective Bargaining Agreement](#) places an additional requirement on the parties beyond the Statute. The Federal Service Labor Management Relations Statute imposes an obligation upon the Parties to bargain in good faith over the impact and implementation of, and in some cases the substance of, changes in working conditions which are proposed by one or the other of the Parties during the term of this Agreement. The Parties also recognize that pre-

decisional involvement (PDI) in decisions which are traditional Management prerogatives may obviate the need for subsequent bargaining over the impact and implementation of Management decisions.

8. All written agreements between NWS and NWSEO shall be subject to Agency Head Review. It is a statutorily required process whereby the Secretary or designee shall approve any Bargaining Agreement within 30 days from the date of the agreement is executed if the agreement is in accordance with the provision of 5 U.S.C chapter 71 and any other applicable law, rule, or regulation.

GRAHAM.KENNET | Digitally signed by
H.EARL.136588114 | GRAHAM.KENNETH.EARL.1365
2 | 881142
Date: 2023.12.05 10:28:16 -05'00'

Kenneth E. Graham Date
Assistant Administrator
for Weather Services